



## BOARD OF EQUALIZATION CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

California State Government supports equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

<b>DEPARTMENT:</b>	BOARD OF EQUALIZATION	<b>RELEASE DATE:</b>	Thursday, October 28, 2010
<b>POSITION TITLE:</b>	Chief, Tax Policy Division	<b>FINAL FILING DATE:</b>	Friday, November 12, 2010
<b>CEA LEVEL:</b>	CEA 2	<b>EXTENDED FINAL FILING DATE:</b>	
<b>SALARY RANGE:</b>	\$ 7,815.00 - \$ 8,616.00 / Month	<b>BULLETIN ID:</b>	10192010_1

### POSITION DESCRIPTION

Under the general direction of the Deputy Director, Sales and Use Tax Department, the Chief, Tax Policy Division, manages and directs the Sales and Use Tax Department's plans and policies, including program, operational and technology plans, to ensure consistency with the agency's strategic direction. In this capacity, the Chief, evaluates the Department's field audit and compliance programs for statewide uniformity in applying the Sales and Use Tax Law and rules, tracks compliance with the results of internal audits or audits by outside agencies of these programs, and represents the department on policy decisions with legal representatives. The Chief assists, advises, develops, formulates, and makes recommendations to the Deputy Director on statewide audit and compliance program policies, procedures, and practices. The Chief acts as the program lead for the Board's Business Taxes Committee. The Chief plans, organizes, directs, and evaluates the activities of the Compliance and Technology Section, the Business Taxes Committee and Training Section, Audit and Information Section, and the Data Analysis Section. The Chief also identifies and directs administrative changes to the statewide sales and use tax audit and compliance programs to increase effectiveness and to reduce expenditure of budgeting expense funds.

The Chief, Tax Policy Division also provides advice, expertise and assistance to the Board Members' offices, the Executive Director, Deputy Director, and Board management on tax issues and statewide sales and use tax program policies and procedures. Represents the Sales and Use Tax Department in presentations before various legislative, industry, and consumer groups and serves as liaison with internal and external departments or agencies, Board Members, and the public.

### MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

#### Either I

Must be a State civil service employee with permanent civil service status or who previously had permanent status in the State civil service.

**Or II**

Must be a current or former employee of the Legislature, with two or more consecutive years as defined in Government code § 18990.

**Or III**

Must be a current or former non-elected exempt employee of the Executive Branch with two or more consecutive years (excluding those positions for which salaries are set by statute) as defined in Government Code § 18992.

**Or IV**

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991.

**KNOWLEDGE AND ABILITIES**

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

**CEA Level 1.** Supervisory/administrative experience in a line or staff activity, including the execution and/or evaluation of program policies.

**CEA Levels 2 and 3.** Broad administrative or program manager experience with substantial participation in the formulation, operation, and/or evaluation of program

policies.

**CEA Levels 4 and 5.** Extensive managerial and program administrative experience which has included substantial responsibility for a combination of management functions such as program planning; policy formulation; organization coordination and control; and fiscal and personnel management. Where high technical professional qualifications are of primary importance in performing the duties of a given CEA position, then the above required experience may have been in a staff capacity exercising professional skills to influence and contribute to program, policy, and methods of providing those professional services. Primary examples are medical doctors and attorneys.

### **DESIRABLE QUALIFICATION(S)**

1. Ability to communicate with others as demonstrated by strong written and verbal communication skills; strong negotiating skills; and particularly the ability to represent the Board of Equalization effectively both internally and with the public.
2. Demonstrated management and administrative leadership skills, including the ability to accomplish the desired goals, motivate staff to get the best job done timely, build and sustain expertise, establish priorities and provide direction.
3. Have an understanding of the Board of Equalization's mission, organization, goals, functions, and policies as well as its relationships with other state, federal and local entities.
4. Knowledge of taxation, tax policy, and tax administration.
5. Knowledge of specialized audit and compliance practices and procedures used in tax administration.
6. Principles and techniques of personnel management, supervision and employer-employee relations.
7. The ability to work cooperatively; set a good example; be organized, process-improvement focused, and have the ability to meet strict deadlines.
8. Ability to recognize and understand a political environment and the consequences of actions, as well as an understanding of the roles and responsibilities of the constitutionally elected Board Members.
9. Personal characteristics of integrity, initiative, innovation, adaptability, tact, dependability, and sound judgment.

### **EXAMINATION INFORMATION**

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **Chief, Tax Policy Division**, with the **BOARD OF EQUALIZATION**. Applications will be retained for twelve months.

*The Results of this examination will be used only to fill this position and may be used to fill subsequent vacancies for this position for a period of up to twelve months.*

The examination process may consist of two phases. Phase One - an application and statement of qualification rating. If deemed necessary, Phase Two - a Qualification Appraisal Interview. The applications will be screened on the basis of the preceding minimum and desirable qualifications and the critical factors below. Based on the competitive group, the most qualified candidates may be scheduled for a hiring interview. The Board of Equalization Members will make the final selection.

## STATEMENT OF QUALIFICATIONS

In addition to the Standard State Applications (STD.678), all interested applicants are required to submit a Statement of Qualifications with specific information on how his/her background, knowledge, skills, and abilities meet the minimum qualifications, and desirable qualifications. This Statement of Qualifications must discuss the following critical factors:

1. Describe your high-level experience communicating with elected officials, executive level management, other state agencies, legislative staff, industry, etc.; and how you gained their confidence and support.
2. Describe your leadership ability including techniques for organizing and motivating groups and/or employees, and your ability to deal effectively with a variety of individuals, organizations, state agencies, and local governments.
3. Describe your ability and experience in planning, organizing, and directing the work of multidisciplinary professional and administrative staff.
4. Describe your ability to gain the confidence and support of top-level administrators and advise on a wide range of tax policy matters related to Sales and Use Tax programs.
5. Describe your knowledge and experience with the California legislative and budgetary processes, State control agencies, and other governmental entities that are necessary for effective program implementation.
6. Describe your experience working with elected officials or Board Members.

## FILING INSTRUCTIONS

All application materials must be received by the Examination and Recruitment Section by the final filing date by 4:00 PM. Faxes will be accepted [(916)323-3535]; however, the originals must be received prior to the start of the examination. Do not send your application via interoffice or interagency mail. Applications received in this manner will not be accepted and cannot be returned pursuant to California Code of Regulations 174. Applications personally delivered, faxed, received via U.S. Postal Service, or any other delivery service after 4:00 P.M. on the final filing date will not be accepted. It is the personal responsibility of each examination candidate to submit their application materials within the timeframe and in the manner specified on this examination bulletin. Submit your application materials to: Examination and Recruitment Section, State Board of Equalization, 450 N Street, MIC: 17, Sacramento, California 95814, Attention: Sandra St. Louis.

### Interested applicants must submit:

- A completed Standard State Application (Form 678).
- A "Statement of Qualifications". The Statement is a narrative discussion of how the candidate's education, training, experience, and skills meet the minimum and desirable qualifications and

education, training, experience, and skills meet the minimum and desirable qualifications and qualify them for the position. The Statement of Qualifications serves as a documentation of each candidate's ability to present information clearly and concisely in writing and should be typed and discuss the 6 critical factors listed above.

- Resumes do not take the place of the Statement of Qualifications.

**Applications must be submitted by the final filing date to:**

BOARD OF EQUALIZATION, Examination and Recruitment Section  
450 N Street, MIC:17, Sacramento, CA 95814  
Sandra St. Louis | (916) 323-5888 | Sandra.Stlouis@BOE.CA.GOV

**SPECIAL TESTING**

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

**GENERAL INFORMATION**

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The BOARD OF EQUALIZATION reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

**Class specs:** <http://www.dpa.ca.gov/textdocs/specs/s7/s7500.txt>